UNITED NATIONS

A

General Assembly

Distr.
GENERAL

A/C.5/48/15
5 November 1993

ORIGINAL: ARABIC/CHINESE
ENGLISH/FRENCH
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# أعضاء اللجنة الخامسة
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# MEMBRES DE LA CINQUIEME COMMISSION
# ЧЛЕНЫ ПЯТОГО КОМИТЕТА
# MIEMBROS DE LA QUINTA COMISION

ملحوظة : يرجى من الوفود التي تريد إدخال أية تصحيحات على القائمة التالية أن ترسلها ، كتابة ، إلى أمين اللجنة ، الغرفة رقم S-2700F ، مبنى الأمانة العامة .

注意：请各代表团把对以下名单的更正用书面送交秘书处大楼第 S-2700F，直的委员会秘书。

*NOTE*: Delegations are requested to send their corrections to the following list in writing to the Secretary of the Committee, room S-2700F, Secretariat Building.

*NOTE*: Les délégations sont priées d'envoyer leurs corrections à la présente liste, par écrit, au Secretaire de la Commission, bureau S-2700F, Bâtiment du Secrétariat.

*ПРИМЕЧАНИЕ*: Делегациям предлагается послать свои исправления к настоящему списку в письменной форме секретарю Комитета, комната S-2700F, здание Секретариата.

*NOTA*: Se ruega a las delegaciones se sirvan enviar sus correcciones a la siguiente lista, por escrito al Secretario de la Comisión, oficina S-2700F, Edificio de la Secretaría.

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| Congo | M. Bakala Georges | | |

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| Saint Kitts and Nevis | | | |
| Saint Lucia | | | |
| Saint Kitts and Nevis | | | |
| Samoa | Mr. T. Toomata | Mr. Tuiloma N. Slade | |
| San Marino | | | |
| Sao Tome and Principe | | | |

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| Slovakia | | | |
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| Tajikistan | | | |
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| Uganda | Mr. Nathan Irumba | Mr. Nathan Ndoboli | |
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| United Republic of Tanzania | Mr. E. Mwamdembwa | Mr. S.E.S. Mongella | |
| United States of America | Mr. Edward Walker<br>Mr. Brian Donnelly<br>Ms. Linda Shenwick<br>Mr. Irvin Hicks | Mrs. Val Graham<br>Mr. Michael Michalski<br>Ms. Susan Shearouse<br>Mr. William Grant | Ms. Jacqueline Steele |
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المنظمات التي تلقت دعوة دائمة
للاشتراك في دورات وأعمال
الجمعية العامة بصفة مراقبين

收到以观察员身份参加
大会各届会议及工作的
长期有效的邀请的组织

ORGANIZATIONS WHICH HAVE RECEIVED A STANDING INVITATION
TO PARTICIPATE IN THE SESSIONS AND WORK
OF THE GENERAL ASSEMBLY AS OBSERVERS

ORGANISATIONS AYANT RECU UNE INVITATION PERMANENTE
A PARTICIPER AUX SESSIONS ET AUX TRAVAUX
DE L'ASSEMBLEE GENERALE EN QUALITE D'OBSERVATEURS

ОРГАНИЗАЦИИ, ПОЛУЧАЮЩИЕ ПОСТОЯННОЕ ПРИГЛАШЕНИЕ
УЧАСТВОВАТЬ НА СЕССИЯХ И В РАБОТЕ ГЕНЕРАЛЬНОЙ
АССАМБЛЕИ В КАЧЕСТВЕ НАБЛЮДАТЕЛЕЙ

ORGANIZACIONES QUE HAN RECIBIDO UNA INVITACION PERMANENTE
A PARTICIPAR EN LOS PERIODOS DE SESIONES Y EN LOS
TRABAJOS DE LA ASAMBLEA GENERAL EN CALIDAD DE OBSERVADORAS

| | |
|---|---|
| Commission of the European Communities | Mr. Dieter König<br>Mr. Ignacio García Bercero<br>Mr. B. MacDonald |
| | |

الوكالات المتخصصة

专门机构

SPECIALIZED AGENCIES
INSTITUTIONS SPECIALISEES
СПЕЦИАЛИЗИРОВАННЫЕ УЧРЕЖДЕНИЯ
ORGANISMOS ESPECIALIZADOS

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| International Labour Organization | Mr. Ian Chambers | Mr. A. M. Aziz | |
| International Monetary Fund | Mr. Rattan J. Bhatia | Ms. Harriet R. Shugarman | |
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| World Bank | Mr. Wadi Haddad | Ms. Paola Cesarini | |
| World Health Organization | Mr. Chin-Min Lee | Mrs. C. Rose-Oduyemi | |
| | | | |

UNITED NATIONS

GENERAL ASSEMBLY

Distr.
GENERAL

A/C.5/48/15/Add.1
29 November 1993

ORIGINAL: ARABIC/CHINESE/
ENGLISH/FRENCH/
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Forty-eighth session

أعضاء اللجنة الخامسة
第五委员会成员
MEMBERSHIP OF THE FIFTH COMMITTEE
MEMBRES DE LA CINQUIEME COMMISSION
ЧЛЕНЫ ПЯТОГО КОМИТЕТА
MIEMBROS DE LA QUINTA COMISION

Addendum

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| Eritrea | | | |
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| Kenya | Mr. P. R. Owade | Mr. J. W. Sirma | |
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| Slovakia | Mr. Marcel Jesensky | Mr. Milan Dubcek | |
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General Assembly

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A/C.5/48/16
10 November 1993

ORIGINAL: ENGLISH

Forty-eighth session
FIFTH COMMITTEE
Agenda items 123, 73 (d) and (e)

# PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

## REVIEW OF THE IMPLEMENTATION OF THE RECOMMENDATIONS AND DECISIONS ADOPTED BY THE GENERAL ASSEMBLY AT ITS TENTH SPECIAL SESSION

## Advisory Board on Disarmament Matters

## United Nations Institute for Disarmament Research

## Request for subvention to the Institute resulting from the recommendations of the Board of Trustees of the United Nations Institute for Disarmament Research contained in document A/48/270

## Note by the Secretary-General

1. In accordance with the provisions of paragraph 3 of article VII of the statute of the United Nations Institute for Disarmament Research (UNIDIR), 1/ the recommendation by the Board of Trustees of the Institute for a subvention of $220,000 for 1994 from the regular budget of the United Nations is hereby transmitted to the General Assembly for approval.

2. The Advisory Board on Disarmament Matters, in its capacity as Board of Trustees of UNIDIR, adopted the 1994 draft programme of work and proposed budget estimates of the Institute. 2/ The Board noted that, in the proposed programme budget of the United Nations for the biennium 1994-1995 a provision of $440,000 was proposed as a grant, representing the United Nations subvention to UNIDIR for 1994-1995, and recommended a subvention of $220,000 from the regular budget of the United Nations for 1994. Notwithstanding the inclusion of the necessary provision in the proposed programme budget for the biennium 1994-1995, a formal request for a subvention for 1994 of $220,000 is being submitted to the General Assembly in keeping with established procedure.

3. Should the General Assembly decide to approve the recommendation of the Board of Trustees of UNIDIR, no additional appropriation would be required under section 3B of the proposed programme budget for the biennium 1994-1995.

4. In accordance with General Assembly resolution 44/201 B, section IV, entitled "Subvention from the regular budget to the United Nations Institute for Disarmament Research", the Secretary-General is requested, inter alia, "to report annually to the General Assembly on the situation of the Institute". In this connection, it should be noted that the financial situation of the Institute is as follows:

(a) Funds available at the beginning of 1993 amounted to $381,300, including the operating cash reserve of $106,300;

(b) Total income received in 1993 from voluntary contributions ($659,800), public donations ($58,700), interest ($15,000), miscellaneous sources ($30,000), including income from sales of UNIDIR publications, and the subvention from the United Nations regular budget ($220,000) is estimated at $983,500. This figure shows an increase of $159,700 over the estimates given in 1992, mainly as a result of an increase in voluntary contributions and contributions that were earmarked for 1994 ($79,000) but received in 1993. The details of 1993 and 1994 contributions are provided in annexes I and II to the present document;

(c) Total 1993 expenditure is estimated at $1,087,100, which includes a provision of $41,300 for programme support costs. The breakdown of 1993 revised estimated expenditure is provided in annex III to the present document;

(d) Funds available at the end of 1993 are estimated at $277,700.

5. It may be recalled that, in resolution 47/219, part III, paragraph 2, the General Assembly decided "... to keep under review the level of support costs charged to the United Nations Institute for Disarmament Research". In this connection it should be noted that, when the Trust Fund for UNIDIR was established in 1983 in response to resolution 37/99 K, it was subject to the standard rate of programme support charge, namely, 13 per cent. By the end of 1983, however, the Institute, faced with financial difficulties, sought the concurrence of the Controller of the United Nations to have the Trust Fund for UNIDIR exempted from programme support charges. In addition, the Chairman of the then Advisory Board on Disarmament Studies (which also acted as the Board of Trustees of UNIDIR) wrote to the Secretary-General requesting him to waive "the charges for certain administrative and other support services provided by the Secretary-General to UNIDIR and normally subject to reimbursement by the Institute".

6. After reviewing the financial situation, the Under-Secretary-General for Administration and Management, on behalf of the Secretary-General, agreed that, effective 1 January 1984, the rate of reimbursement by UNIDIR for programme support would be reduced to 5 per cent and that the cost of miscellaneous services which theretofore had been reimbursed by UNIDIR to the United Nations would be absorbed under the regular budget of the Organization. This arrangement is still in effect.

7. Based on actual 1992 workload statistics, the estimated cost of programme support to be provided in 1993 to UNIDIR by the United Nations Office at Geneva would amount to $178,100. In addition, based on 1992-1993 estimates, programme support at an estimated cost of $30,000 would be provided in 1993 from the budget of the Department of Political Affairs to the Advisory Board on Disarmament Matters when it acted in 1993 as the Board of Trustees of the Institute. Thus the total cost of programme support to be provided by the United Nations to UNIDIR in 1993 is estimated at $208,100. A breakdown of the estimates is provided in annex IV to this document.

8. For 1993, the programme support cost to be paid by UNIDIR is estimated at $41,300, representing 5 per cent of an estimated expenditure level of $1,045,800, less $220,000 of United Nations subvention.

Notes

1/ General Assembly resolution 39/148 H, annex.

2/ A/48/270, annexes I and II.

Annex I

DETAILS OF UNIDIR 1993 REVISED INCOME
FROM VOLUNTARY SOURCES

| | Contributors | Status | Amount $ |
|---|---|---|---|
| A. | Governments | | |
| 1. | Contributions received ($259 200) | | |
| | China | Received | 10 000 |
| | Greece | Received | 7 000 |
| | Iran (Islamic Republic of) | Received | 1 000 |
| | Myanmar | Received | 1 500 |
| | New Zealand | Received | 4 100 |
| | Norway | Received | 150 000 |
| | Spain | Received | 19 400 |
| | Switzerland | Received | 66 200 |
| 2. | Pledged contributions ($321 600) | | |
| | Australia | Received | 13 900 |
| | Finland | Received | 11 100 |
| | France | Received | 275 600 |
| | Germany | Received | 10 000 |
| | Republic of Korea | Received | 11 000 |
| | Total A | | 580 800 |
| B. | Public donations | | |
| 1. | Public donations received ($800) | | |
| | Cooperative Security Competition Programme | | 800 |
| 2. | Pledged public donations ($57 900) | | |
| | United States Institute of Peace (USIP) | | 15 000 |
| | Volkswagen Stiftung | | 42 900 |
| | Total B | | 58 700 |

/...

Annex II

DETAILS OF UNIDIR 1994 ESTIMATED INCOME
FROM VOLUNTARY SOURCES

| | Contributors | Status | Amount in local currency | Amount $ |
|---|---|---|---|---|
| A. | Contributions received ($79 000) | | | |
| | Brazil | Received | | 2 000 |
| | Greece | Received | | 7 000 |
| | Luxembourg | Received | | 2 000 |
| | Norway | Received | | 50 000 |
| | Spain | Received | | 18 000 |
| | Total A | | | 79 000 |
| B. | Pledged contributions ($464 700) | | | |
| | Australia | Pledged | $A 20 000 a/ | 14 200 |
| | France | Pledged | | 275 600 |
| | Norway | Pledged | | 100 000 |
| | Republic of Korea | Pledged | | 5 000 |
| | Switzerland | Pledged | SwF 100 000 a/ | 69 900 |
| | Total B | | | 464 700 |

a/ Based on the monthly operational rate of exchange for the month of May 1993 (1.41 $A = 1 US$ and 1.43 SwF = 1 US$).

Annex III

ESTIMATES OF 1993 EXPENDITURES

| Resource requirements | Initial estimates | Revised estimates |
|---|---|---|
| | (thousands of United States dollars) | |
| A. Direct programme and administrative costs | | |
| Temporary assistance for meetings | - | 16.0 |
| Consultants' fees and travel | 94.1 | 139.4 |
| Ad hoc expert groups | 50.0 | 45.0 |
| Salaries and related staff costs | 428.3 | 423.5 |
| Personal service contracts | 148.8 | 225.8 |
| Fellowship programme (stipend) | 30.0 | 60.6 |
| Official travel of staff | 29.5 | 48.0 |
| Travel of fellows | 8.0 | 8.5 |
| Language training | - | 1.0 |
| External printing and binding | 10.0 | 10.0 |
| Rental and maintenance of equipment | 3.5 | 12.5 |
| Subscriptions and standing orders | - | 1.0 |
| Supplies and materials | 4.3 | 6.5 |
| Acquisition of office equipment | 15.0 | 48.0 |
| Total A | 821.5 | 1 045.8 |
| B. Programme support costs | | |
| (5 per cent of total A less United Nations subvention) | 30.1 | 41.3 |
| Total estimated expenditure, A + B | 851.6 | 1 087.1 |
| C. Operating cash reserve | | |
| (15 per cent of total A and B less United Nations subvention) | 94.7 | 130.1 |
| Grand total, A + B + C | 946.3 | 1 217.2 |

Annex IV

ESTIMATED COST OF PROGRAMME SUPPORT
TO BE PROVIDED TO UNIDIR IN 1993

| | | $ |
|---|---|---|
| A. | Programme support provided by the United Nations Office at Geneva | |
| | I. Apportioned cost | |
| | (i) Financial and personnel services | |
| | Payroll | 1 800 |
| | Payment vouchers | 1 408 |
| | Accounting and control | 4 708 |
| | Investments/accounts | 2 223 |
| | Personnel contracts | 1 023 |
| | Joint medical services | 572 |
| | Subtotal (i) | 11 734 |
| | (ii) Miscellaneous and general services | |
| | Travel documents | 6 224 |
| | Mail and pouch | 17 187 |
| | Procurement | 4 590 |
| | Supplies | 687 |
| | Transportation | 1 219 |
| | Telephone services | 23 149 |
| | Joint housing | 178 |
| | Electronic Services Section | 2 330 |
| | Security | 14 581 |
| | Subtotal (ii) | 70 145 |
| | II. Direct Cost | |
| | Rental of office space | 96 279 |
| | Total A | 178 158 |
| B. | Programme support provided by the Department of Political Affairs | 30 000 |
| | Grand total, A + B | 208 158 |

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General Assembly

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A/C.5/48/17
2 November 1993

ORIGINAL: ENGLISH

Forty-eighth session
FIFTH COMMITTEE
Agenda item 128

# UNITED NATIONS COMMON SYSTEM

## Comments by the Coordinating Committee for Independent Staff Unions and Associations of the United Nations System

## Note by the Secretary-General

The Secretary-General transmits herewith for consideration by the Fifth Committee a document submitted by the Coordinating Committee for Independent Staff Unions and Associations of the United Nations System (CCISUA).

Annex

SECURITY AND INDEPENDENCE OF THE INTERNATIONAL CIVIL SERVICE

1. From 1 October 1992 to 30 September 1993 20 staff members of the United Nations were killed in service. Since 1988, over 260 United Nations employees have been detained, imprisoned or are missing. Several others were attacked, injured, kidnapped, abused and harassed. As of 1 October 1993, 58 of those were still in custody or unaccounted for. Furthermore, over the past year, five staff members have been held hostage. While they were eventually released, the growing number of colleagues whose life, health and freedom is at stake is of high concern to the staff (see appendices I and II for details).

2. Article 105 of the Charter of the United Nations determines that "the Organization shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for the fulfilment of its purposes". According to the Charter, "Representatives of the Members of the United Nations and officials of the Organization shall similarly enjoy such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organization." The task of making recommendations with a view of determining details of the application of these provisions was given to the General Assembly.

3. Similarly, the Convention on the Privileges and Immunities of the United Nations, the Convention on the Privileges and Immunities of the Specialized Agencies, the Agreement on the Privileges and Immunities of the International Atomic Energy Agency and the United Nations Development Programme standard basic assistance agreements were established to provide a framework for United Nations staff members to conduct their work without fear of reprisals or threats to their safety, freedom and life.

4. Furthermore, as early as 1949, the International Court of Justice specifically addressed the case of an international civil servant killed in the course of duty. According to the Court "[to] ensure the independence of the agent, and, consequently the independent action of the Organization itself, it is essential that in performing his duties he need not have to rely on any other protection than that of the Organization ..." In summary, staff members should know that in the performance of their duties they are "under the protection of the Organization". 1/ This decision assigns a clear responsibility to the United Nations and its organs such as the Secretariat to protect its staff from physical harm while on duty.

5. The staff is pleased to see that the Security Council has addressed this issue over the past year, expressing grave concern at the increasing number of attacks against persons engaged in United Nations operations and making proposals to close gaps in the existing security system. Furthermore, the Council expressed outrage at the loss of life caused by attacks launched against personnel of the United Nations Operation in Somalia. The staff supports the initiatives by the Security Council to seek a mechanism for the administration of justice if nations are unwilling or unable to discharge their responsibilities in this respect. 2/

6. In the above context, the staff endorses the initiative by New Zealand to propose a draft convention on responsibility for attacks on United Nations personnel which was presented to the Sixth Committee of the General Assembly in October 1993 and the strong stand taken by the Permanent Representative of New Zealand and others on this matter on previous occasions (see A/C.6/48/L.2). The killing of United Kingdom national Sean Devereux on 2 January 1993 in Somalia perhaps best illustrates the complexity of bringing to justice the forces responsible for such acts. The slaying of the United Nations Children's Fund (UNICEF) aid worker shocked the international relief community and was widely held up as an example of the continuing dangers aid workers face in performing their duty. Yet, in spite of the fact that the suspect has been identified, the inability to apprehend him calls for improved international measures to bring to justice those responsible for attacks against United Nations personnel.

7. While safety of staff on peace-keeping or humanitarian missions has become an even greater concern over the past year, the arrest and detention of United Nations staff has often been neglected by the official organs of the Organization. While some actions were taken leading to the release of several hostages from captivity, several Member States continue to ignore Article 105 of the Charter. Thus, our colleague Alec Collett, who was abducted over eight years ago, is still unaccounted for. So far, the General Assembly has failed to put adequate pressure on Member States that ignore Article 105 or which refuse to act against its violation by political forces within their countries. The issue of hostages taken in the Middle East will not be resolved until the fate of our colleague Alec Collett and other abducted colleagues has been accounted for.

8. It is hoped that recent political developments in that region will lead to the release of our colleagues working for the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) in the territories occupied by Israel. We understand that many prisoners are being released by the Israeli authorities so that the list annexed to the present document may be out of date.

9. The Secretary-General himself has been consistently outspoken on the issue of staff security. In a speech delivered to the Fifth Committee in November 1992, he declared that "the security and safety of United Nations personnel are of greatest concern" and called for staff safety to be of utmost consideration. 3/ Furthermore, in his report on the work of the Organization to the forty-eighth session of the General Assembly he called for Governments and other parties to conflict to "respect their obligations under international law to ensure the secure access of relief personnel and supplies to the victims of humanitarian emergencies." 4/

10. The staff welcomes the appointment of the Under-Secretary-General for Administration and Management as Security Coordinator for the United Nations system. In this regard, however, the staff reiterates the need for a full-time security coordinator in the Office of the Secretary-General. The newly appointed Security Coordinator, deploring the rising number of deaths and injuries among staff members on mission, has stressed that much more must be done in terms of awareness and planning to reduce the risk for staff on peace-keeping missions. 5/ The staff hopes that urgent measures will be taken in this respect. On the occasion of Staff Day on 10 September 1993, the Security

Coordinator honoured staff members who had made the ultimate sacrifice of their lives in a special ceremony.

11. In spite of the positive signals received by the staff and an overall improvement of staff-management relations in discussing the issues of concern, many problems remain. We recognize that the United Nations administration, overwhelmed by the excessive demand on its limited resources, often seemed ill-prepared to react as swiftly as necessary to the multiplication and expansion of peace-keeping and humanitarian operations over the past year, which presented new challenges to the Organization.

12. Problems occurred not only through direct attacks against United Nations staff, but also through an increased number of accidents: in the period from September 1992 to May 1993, at least 12 helicopters and some fixed-wing aircraft crashed. 3/ The staff is concerned about a growing number of missions where logistical support is inadequate or where the safety of staff is not sufficiently taken into consideration when securing the services of private contractors. The latter is the more severe as United Nations staff now serve in areas where active conflicts take place.

13. The response by the United Nations administration and Medical Service to staff members injured while on mission was perceived to be slow and insufficient in several cases. Several staff members reported to the Committee on the Security and Independence of the International Civil Service that they had been left with inadequate medical care in difficult duty stations for extended periods of time. Besides, the Medical Service had not provided the administrative support needed in these situations such as initiating a swift transfer to better facilities or a visit by family members. This has exacerbated their trauma.

14. For many formerly detained staff members, suffering is not over with their release from illegal detention. They then face a bureaucratic nightmare and up-hill battle with the United Nations administration regarding their reinstatement into service or their entitlement to adequate compensation. Some of our colleagues have had to struggle for many years even after their grievances had already been acknowledged by the appropriate appeals bodies within the Organization. Over the past several years the Committee on the Security and Independence of the International Civil Service has heard several personal accounts of staff members who have been denied their appropriate reintegration into United Nations service as well as adequate compensation for their suffering. Some staff members were forced to hire outside lawyers in order to be heard by the administration.

15. For instance, in a recent case heard by the Committee, a staff member who had been forced out of his position within a regional commission as a result of pressure by his Government has been left without a post for nine years since his transfer to New York. In spite of the fact that the Secretary-General accepted a decision by the Joint Appeals Board to place him adequately within the Secretariat and that he volunteered to serve on peace-keeping missions, he is now being forced out of the Organization. The staff deeply deplores this lack of sensitivity on the part of the administration towards a staff member who had already been harassed for political reasons.

16. The above-cited cases call for an improved and transparent personnel policy towards staff members arrested, detained or abducted. Rather than dealing with every case on an ad hoc basis, a unified procedure should be introduced by the Office of Human Resources Management that would automatically apply to such cases. In this context, the staff recommends that posts of staff members who are being illegally detained should be blocked until their return, their salary and other entitlements should continue to be paid and their families should be given all possible assistance including legal advice and protection from harassment. Adequate provisions are also necessary for spouses and family members of United Nations staff killed in the line of duty. The position of locally recruited staff continues to be particularly worrisome in this respect as their status as international civil servants is often not recognized or respected by host countries. A considerable number of locally recruited staff of United Nations offices, humanitarian and peace-keeping missions are risking their life and freedom while serving the Organization.

17. In recent years the Staff Union has sought to contribute to establish a truly independent international civil service. Thus, it has fought to put an end to the system of "pseudo-secondment" and welcomes the changes in the United Nations personnel policy in this respect. The staff representatives are appalled that individual Member States still seek to preserve some features of this practice condemned by the General Assembly and the Administrative Tribunal. 6/ Thus, some Member States continue to exert pressure on the United Nations to fill specific posts externally by their nominees and to claim certain posts as their exclusive preserve, contrary to established procedures of promotion and placement and in direct violation of the Charter. The staff representatives deplore such moves, which reflect a disregard for the exclusively international character of the Secretariat and which undermine the integrity and independence of the international civil service to the detriment of all Member States.

18. Unfortunately, in the past, staff members who did not comply with certain policies of their respective countries or who refused to turn in large portions of their salaries to their Governments were subject to retribution such as denial of passports and other hardships. Others suffered retribution for using the legitimate appeals machinery in the Secretariat. While some past cases have been solved in favour of the staff involved, the staff representatives urge the General Assembly to stay alert with regard to any such violations of the independence of the staff. As of this date, a staff member of the International Atomic Energy Agency (IAEA) from China has been prevented from leaving his home country and resuming his duties at IAEA since 1989. In this connection, the staff wishes to reiterate that all staff members irrespective of nationalities are international civil servants whose rights have to be recognized and respected by Member States in order to enable them to perform their duties at the optimum level.

19. The staff representatives reconfirm their opposition to any subsidies given to staff by their Governments in violation of relevant General Assembly resolutions as well as unequivocal directives by the Secretary-General and the principle of "equal pay for equal work".

20. A number of countries continue to impose travel restrictions on United Nations staff members. Such restrictions are in violation of international agreements between host countries and the Organization. Over the past year, the host country for the United Nations Headquarters has lifted travel restrictions on private travel of staff members who are nationals of particular countries. However, such improvements should not be based on recent changes in bilateral relations, but in compliance with the Headquarters Agreement and the Convention on the Privileges and Immunities of the United Nations. Travel restrictions remain in effect for some countries, not withstanding repeated notes verbales from the Secretary-General objecting to this practice.

21. In summary, the staff representatives most strongly urge the administration to develop policies more consistent with the Charter, the Universal Declaration of Human Rights, the International Labour Organization Labour Conventions and other relevant internationally accepted rights including legal instruments, vis-à-vis all staff members who have been illegally detained, or have suffered other abuses where Governments or militias have been implicated. Strategies concerning safety of staff on peace-keeping and humanitarian missions, a quicker and more compassionate response to the needs of staff members injured on duty, as well as a more humanitarian treatment of staff returning from unjustified detention and abduction or suffering from undue pressure exerted by their Governments, are needed.

22. The Staff Union representatives would welcome a more effective monitoring of violations and actions to correct these by the General Assembly, as well as intensive efforts to prevent future abuses. The establishment of a medical team to visit all staff now illegally detained should be on line before the end of the current session.

23. The staff asks the General Assembly to monitor more closely violations of Articles 100 and 105 of the Charter by Member States or forces within these States. Ultimately, Member States are responsible for adhering to the international agreements and conventions they promised to respect upon joining the United Nations.

24. The staff recommends to the Secretary-General to raise awareness among Member States about violations of Articles 100 and 105. In this context it suggests to reactivate and revitalize the Secretary-General's Task Force on the Security and Independence of the International Civil Service.

25. The expansion of peace-keeping and humanitarian missions reflects the will of the States Members of the United Nations. In requesting these missions, however, they have to ensure that the United Nations has sufficient human and financial resources as well as an infrastructure realistically providing the Organization with the means to undertake such missions. These resources and prerequisites have to be in place at the start of any mission. If responsibility is given to the Organization without realistic objectives and sufficient means, the safety of staff is at stake.

## Notes

1/ "Reparations for injuries suffered in the service of the United Nations", Advisory Opinion of 11 April 1949, I.C.J. Reports, 1949, pp. 182-184. The Court made reference to Article 100 of the Charter, concluding that the independence of a staff member might be compromised if a State rather than the United Nations had to protect him (Quote from: Thomas M. Franck, "Nation against Nation", New York, 1985, p. 99).

2/ See, for example, resolution 837 (1993), adopted by the Security Council at its 3229th meeting on 6 June 1993.

3/ See "Report on Security of UN Staff in the Field", compiled from a report of the UNDP/UNFPA Staff Council Working Group as modified by the Standing Committee on Occupational Health and Safety of the Federation of International Civil Servants Associations (FICSA).

4/ A/48/1, p. 165; see also A/48/349.

5/ "Secretariat News", May-June 1993, "Deadly tasks forcing UN to boost security", pp. 4-6.

6/ See, in this context, the Charter of the United Nations, Art. 100; General Assembly resolution 45/239 A; and Administrative Tribunal Judgement No. 482: Qui, Zhou and Yao (1990).

## Appendix I

STAFF MEMBERS CURRENTLY MISSING OR DETAINED
AS OF 1 OCTOBER 1993

| Location | Name | Agency | Date |
|---|---|---|---|
| Afghanistan | Daulat Mir | FAO | 28.08.84 |
| | Saleem Hairan | FAO | 27.01.88 |
| | Mohammed Omar | FAO | 17.05.89 |
| China | Yue Jiang | IAEA | 02.09.89 |
| Croatia | Simo Zjalic | UNOV | 01.09.93 |
| Ethiopia | Kassu Asgedonh | WFP | 04.09.91 |
| | Andualem Zeleke | ECA | 25.06.93 |
| Israeli authorities in the Gaza Strip | Abdalla Ismail Abu Shawareb | UNRWA | 06.11.90 |
| | Ghassan Musued El Arabid | UNRWA | 11.08.91 |
| | Mohammad Rajab El Sa'afin | UNRWA | 20.07.92 |
| | A/Fattah Ismail Fayyad | UNRWA | 22.09.92 |
| | Mohammed Mohammed Najib Madi | UNRWA | 15.10.92 |
| | Bassam Mohammad Musa | UNRWA | 26.01.93 |
| | Zaher Ismail Ahmad | UNRWA | 26.01.93 |
| | Hasan Hassan Abu Jray | UNRWA | 14.02.93 |
| | Yasin Musallam Abu Hatab | UNRWA | 17.02.93 |
| | Maher Salim El Toukhi | UNRWA | 18.02.93 |
| | As'ad Yousef As'ad Acad | UNRWA | 18.02.93 |
| | Ibrahim Mohammed Madi | UNRWA | 18.02.93 |
| | Sulimam A/Hadi Abu Rous | UNRWA | 14.03.93 |
| | Sami Abdalla Abu Hmaiseh | UNRWA | 11.04.93 |
| | Yousef Dawoud Shahin | UNRWA | 02.05.93 |
| | Ahmad Hassan bu Houli | UNRWA | 03.05.93 |
| | Abdel Hakim A/Rabbu Abu Houli | UNRWA | 06.05.93 |
| | Fawzi Mohammed Abu Armaneh | UNRWA | 11.05.93 |
| | Mohammed A/Rahman Ali | UNRWA | 01.06.93 |
| | Mahmoud Arafat El Khawaja | UNRWA | 14.06.93 |
| | Mahmoud Ghanem | UNRWA | 25.06.93 |
| | Jamal Atiya Tayeh | UNRWA | 28.06.93 |
| | Mohmoud Ahmad Abu Zayeda | UNRWA | 12.07.93 |
| | Khalid Manna | UNRWA | 12.07.93 |
| | Khader A/Rahman Jibril | UNRWA | 28.07.93 |
| | Abdul Rahman El Qutshan | UNRWA | 28.07.93 |
| | Ibrahim Abdulla Abu Iyada | UNRWA | 29.07.93 |
| | Walid Yusuf El Zatma | UNRWA | 09.08.93 |
| | Sadi Orinawi | UNRWA | 11.08.93 |
| | Ahmad Said Ahmad Lubbad | UNRWA | 19.08.93 |
| | Ammar El Draini | UNRWA | 24.08.93 |
| | Rafiq Khalil Abu Subu | UNRWA | 25.08.93 |
| | Ahmad Abdulla Mahmoud | UNRWA | 28.08.93 |
| | Mohammad Ahmad El Haamri | UNRWA | 20.08.93 |

| Location | Name | Agency | Date |
|---|---|---|---|
| Israeli authorities in the West Bank | Hasan Mohammad Hammad | UNRWA | 15.02.93 |
| | Mohammad Sameh Massad | UNRWA | 29.04.93 |
| | Jaber Ali Wahdan | UNRWA | 03.05.93 |
| | Suhaila Nayef Jarrar | UNRWA | 04.07.93 |
| | Adam Mohammad Al Baraqa | UNRWA | 13.09.93 |
| Jordan | Abdallah A/Karim Sarabteh | UNRWA | 02.07.93 |
| Lebanon - militias/unknown | Mohammad Ali Sabah | UNRWA | 22.03.83 |
| | Mahmoud Hussein Ahmad | UNRWA | 22.03.83 |
| | Alec Collett | UNRWA | 25.03.85 |
| | Mohammad Mustafa El Haji Ali | UNRWA | 28.11.86 |
| Pakistan | Wadood Abdul Fattah | WFP | 03.09.89 |
| Somalia | Zainab Aw Jama Adan | WFP | 04.08.88 |
| | Ahmad Mohamed Ali | WFP | 25.05.90 |
| Syrian Arab Republic | Abdalah Daker Hayatli | UNRWA | 20.04.80 |
| | Izzedine Hussein Abu Kreish | UNRWA | 11.09.80 |
| | Asia Salim Yousef | UNRWA | 08.05.93 |
| | Abdul Naser Fourani | UNRWA | 19.05.93 |
| | Ziad Abu Rafia | UNRWA | 25.07.93 |

## Appendix II

### STAFF MEMBERS KILLED OR DECEASED

1 October 1992-30 September 1993

| LOCATION | NAME | AGENCY | NATIONALITY | DATE | REMARKS |
|---|---|---|---|---|---|
| Afghanistan | Mr. Abdul Hadi | UNHCR | Afghanistan | 01.02.93 | Convoy on way to Jalalabad ambushed by 3 armed men |
| | Mr. Anthony Bullard | UNCHS | United Kingdom | 01.02.93 | Convoy on way to Jalalabad ambushed by 3 armed men |
| | Mr. Zia Ul Haq | UNCHS | Afghanistan | 01.02.93 | Convoy on way to Jalalabad ambushed by 3 armed men |
| Angola | Mr. Pedro Shivinda | WFP | Angola | 24.02.93 | Acting base manager in Huambo. WFP offices completely destroyed |
| | Mr. Silva Cnicambi | WFP | Angola | 11.04.93 | Security guard died when mortar fell in front of office |
| Bosnia and Herzegovina | Mr. Boris Zeravcic | UNHCR | Bosnia and Herzegovina | 14.08.93 | Shot by sniper while driving a clearly marked United Nations vehicle in Bosnia and Herzegovina |
| Cambodia | Ms. Ty Sary | UNTAC | Cambodia | 12.01.93 | Killed in attack on registration team near Siem Reap |
| | Ms. Vicheth Hang | UNTAC | Cambodia | 12.01.93 | Killed in attack on registration team near Siem Reap |
| | Mr. Mohammad Abdur Rouf | UNTAC | Bangladesh | 29.03.93 | Killed at CPAF checkpoint when driver allegedly failed to stop |
| | Mr. Sophorn Choun | UNTAC | Cambodia | 03.04.93 | |
| | Mr. Khhough Ngin | UNTAC | Cambodia | 07.04.93 | |
| | Mr. Sok Phiep Lay | UNTAC | Cambodia | 08.04.93 | Shot by assailants unknown and died during surgery |
| | Mr. Atsuhiko Nakata | UNTAC/UNV | Japan | 08.04.93 | United Nations volunteer district electoral worker shot by assailants unknown |
| | Mr. Phim Shoka | UNTAC | Cambodia | 12.05.93 | |
| India | Mr. Y. S. Rao | FAO | India | 12.03.93 | |
| Israeli authorities in Gaza Strip | Mr. Awad Ali Suradi | UNRWA | Palestinian | 23.02.93 | United Nations nurse killed by Israeli troop fire while helping wounded |
| | Mr. Yousif Ibrahim Al Gharib | UNRWA | Palestinian | 18.03.93 | Teacher killed by Israeli fire near "wake house" in Rafah camp |
| Kenya | Mr. Michael Reitzel-Nielsen | UNEP | Denmark | 12.09.93 | Killed by gunmen who attempted to hijack his car |
| Lebanon | Mr. Fayyad Farhad | UNRWA | Palestinian | 21.07.93 | Killed in Saida, Lebanon |
| Somalia | Mr. Sean Devereux | UNICEF | United Kingdom | 02.01.93 | Shot in southern Somali port of Kismayo |